



Higher Level Teaching Assistants

Information for Applicants

May 2023

The Support Staff

The support staff at Farlingaye High School consists of hard working and friendly individuals who support the work of the school. We work well together as a team, supporting each other through our job roles.

Farlingaye is a thriving school of over 1900 students, we are part of East Anglian Schools Trust (EAST) alongside Kesgrave High School, Bungay High School and Castle East School. We are passionate about learning and student achievement and our support staff play an integral role in the process of improving standards. Our most recent Ofsted report graded us "Good with Outstanding" features.

We are committed to providing excellent staff opportunities through developing and promoting our staff and offering an excellent CPD and support programme for new staff. We are also extremely pleased to have launched our own teacher training provider: EAST SCITT. This allows us to award QTS and also QTS + PGCE Programmes within both Primary and Secondary schools.

Colleagues work together well at faculty and school level and enjoy a high level of personal and professional support. Visitors often comment on the positive and friendly atmosphere in the school and on the hard work of staff. We strive to help students to maximise their full potential and take pride in the progress the school continues to make.

If you feel that Farlingaye is a school where you could make a contribution, we will be delighted to receive your application. If you would like to discuss the job role further, please contact either our SENCO Julie Moore via email: jmoore@farlingaye.suffolk.sch.uk or me: hr@farlingaye.suffolk.sch.uk

Linda Marsh
HR Manager

Learning Support Faculty

The Learning Support Faculty at Farlingaye High School consists of a team of High Level Teaching Assistants and Learning Support Assistants, who work with students both in small groups and in mainstream classrooms.

We have a wide variety of students with special educational needs, ranging from communication and interaction, cognition and learning, social, emotional and mental health and various physical needs. There are currently 49 students with educational healthcare plans and over 192 on the school's SEN Register. The work of the Higher Level Teaching Assistant in the school is co-ordinated by the SENCO, Julie Moore.

Our policy is that students with special educational needs should be as integrated as possible into the life of the school. All members of the Learning Support faculty have an important role to play in this since much of their work is based in mainstream classrooms, however our Learning Support Assistants/HLTA's are also expected to work with students on an individual or small group basis, and for some of the time with students with complex physical needs who require one-to-one support. They work with all years from Year 7 through to Sixth Form – Year 13 and in a variety of subjects across the whole school curriculum base, liaising with mainstream teaching staff to meet the needs of the students.

Higher Level Teaching Assistants are expected to be flexible, show initiative and, most importantly, be able to form good working relationships with staff and students whilst being careful to encourage independence. It is essential that you feel as comfortable working with our younger students as with our older ones in their GCSE and 'A' level classes and be confident to teach small groups of students, teaching alternative KS4 courses, core subjects and as requested by the SENCO or as required by the school.

Both our Higher Level Teaching Assistants and Learning Support Assistants act as a lead LSA for 3 or 4 students. They maintain the graduated support plans of the students and are able to work on the targets in lessons, recording progress in the student's folder.

Short team meetings are held twice weekly to discuss the needs of the students and any problems that may have arisen. Staff training is also carried out through the school CPD programme.

Both our Higher Level Teaching Assistants and Learning Support Assistants play an essential role in the education of our students with special educational needs and their work is valued in the school as a whole.

We have two posts available:

Post 1 – Full time, 30 hours per week on a permanent basis

Post 2 – Full time, 30 hours per week on a temporary maternity cover contract

We would welcome applications if you are already qualified as a Higher Level Teaching Assistant or be close to completing the HLTA qualification with experience of working in a school or you may be working in a similar role and are willing to undertake the formal training required to fulfil the role.

Julie Moore
SENCO

Learning Support Faculty

Higher Level Teaching Assistants

Farlingaye High School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share and adhere to this commitment. DBS checks required for all posts.

SALARY: Grade 4, SCP 13 – £17,810.15 (FTE £25,878)

HOURS: 30 hours per week, 39 weeks per year
Approximately 8.45 am to 3.30 pm – 6 hours per day

CONTRACT STATUS: 1 permanent role and 1 temporary maternity cover contract

ACCOUNTABLE TO: SENCO (Special Educational Needs Co-ordinator)

PURPOSE OF THE POST: To assist in promoting the learning and personal development of students, to enable them to make the best use of the educational opportunities available to them

GENERAL COMMENT

We are looking to appoint to the role of Higher Level Teaching Assistant (HLTA) to join our vibrant and driven Learning Support Team. Ideally you will already be qualified as an HLTA or be close to completing the HLTA qualification with experience of working in a school or alternatively, you may be working in a similar role and are willing to undertake the formal training required to fulfil the role

The ability to relate to young people is essential. It is also essential to be a team-player but also able to work with minimum supervision, knowing when to seek support and advice. You will need to be calm, patient and firm, with an ability to empathise with students who have difficulties with communication and social skills. Have a flexible approach to all aspects of the job role and the ability to cope with a wide range of tasks. You will need to have good communication skills and be able to foster good working relationships with students and colleagues. A sense of humour is a serious advantage. You must be able to handle sensitive information confidentially.

The successful applicant is required to have a good working knowledge of Microsoft products and have English and Maths GCSE Grade C or above. A Levels (or equivalent) are desirable.

JOB DESCRIPTION

- Teaching of Foundation Groups, Btech, VCert, Entry Level Certificate, European Studies and Bottom Sets
- Teaching students of all abilities with either SEN, behavioural or medical needs on a 1:1 basis
- Plan and oversee the LSA programme of interventions
- Working with outside agencies e.g CISS, SALT, OT, Physio, Psychiatry and Social Services
- Day to day supervision of LSA's: intervention programme, advice, guidance and support
- Training and upskilling through PD Day sessions, Trainee Teacher events, imparting medical research and student information with colleagues
- Support the Yr 6 transition to Farlingaye, visit primary feeder schools to meet students and collate information required to ensure a successful transition, organise visits to Farlingaye with support from primary school staff, parents, outside agencies or just the student, meet and support parents during transition period.
- Attend parents evening and open evenings, as required.
- Support and assist SENCO

- Liaise with parents and external agencies as directed by the SENCO
- Act as lead LSA for identified students.
- Work with students with Special Educational Needs and physical disabilities, as well as other SEND students as required.
- Support teaching staff by working with the students on individual programmes, working within the classroom setting or in small groups as required by the activity.
- Clarify and explain instructions, ensuring that this is adapted to meet the needs of the student; enabling the student to use tools, equipment and materials provided, including ICT applications to support learning.
- Motivating and encouraging the student as required by providing levels of individual attention, reassurance and help with learning tasks as appropriate to student's needs.
- Assist in weaker areas e.g speech and language, reading, spelling, numeracy, handwriting/presentation etc.
- Undertake a range of routine tasks, eg listening to reading, note taking, social skills support, etc.
- Using praise, commentary and assistance to encourage the student to concentrate and stay on task.
- Develop a positive and supportive relationship with students. Be aware of and support difference, ensuring that students have equality of access to opportunities to learn and develop.
- Support Learning Support staff with audits, feedback on student progress and reporting to parents as directed by SENCO
- As appropriate, look after student if sick/upset and attend to physical needs.
- Manual handling training may need to be undertaken to assist in helping a student into/out of wheelchair, also for toileting and personal care, etc.
- Assist with information gathering and differentiating resources as appropriate
- Ability to recognise and resolve problems or know when to refer these to line manager
- Maintain records of student needs and progress in folders and/or home/school books.
- Provide information to colleagues in relation to students' behaviour, activities and general progress.
- Assist teaching staff to ensure that the aims and objectives of the school are achieved
- Accompany students on educational visits.
- Run interventions for individuals or small groups of students
- Establish constructive relationships with parents/carers.
- Maintain confidentiality.
- Undertake tasks to support the curriculum and assist with events organised as part of the curriculum.
- Support implementation of Government initiatives under the direction of the teacher
- Be aware of and follow school Safeguarding procedures.
- Attend and contribute to appropriate review meetings, if required by the Headteacher.

This job description sets out the main duties associated with the stated purpose of the post. The duties listed above are representative but not exhaustive and other duties appropriate to the post may be undertaken and should not be excluded simply because they are not itemised. The duties and responsibilities of this post may change from time to time and the post holder may be expected to undertake other duties of a similar level/nature, which are considered appropriate to the level of this post but not explicitly mentioned above, at the request of the Headteacher.

Similarly, the duties of this post could vary from time to time as a result of new legislation, changes in technology or policy changes. When necessary, appropriate training will be given to enable the post holder to undertake new/varied work

PERSON SPECIFICATION

	Essential	Desirable
Education & Qualifications	GCSE Grade C or above in English and Maths or equivalent	European Computer Driving License (ECDL) or equivalent. HLTA Qualification
Relevant Experience	<p>Experience of line managing staff</p> <p>Ability to encourage participation and give feedback to students on their progress.</p> <p>Ability to bridge gaps in learning so that students with SEND can make progress with their learning.</p> <p>Ability to engage with students that may have difficulty in expressing themselves effectively and may be unable to control their frustrations.</p> <p>Demonstrable experience in providing support to young people or young adults through a range of methods.</p> <p>Experience of encouraging students to participate in or complete tasks</p>	<p>Previous experience of working as a Learning Support Assistant or Teaching Assistant</p> <p>Broad awareness and understanding of medical conditions such as asthma, epilepsy etc.</p>
Knowledge & Skills	<p>Good working knowledge of Microsoft packages, e.g. Word, Excel, PowerPoint, Publisher, Outlook etc.</p> <p>Ability to deliver schemes of work to small groups and classes.</p> <p>Possess a creative, imaginative and flexible approach to work.</p> <p>Aware of relevant policies/codes of practice/legislation for SEN.</p> <p>Excellent organisational skills, maintain accurate records; ensuring confidentiality at all times.</p> <p>Demonstrates an understanding of data protection requirements in the workplace.</p> <p>Works on own initiative.</p> <p>Research and problem solving skills to deal with queries and issues.</p>	<p>Experience of SIMS</p> <p>Knowledge of school policies and procedures</p> <p>Knowledge of own and others responsibilities for health and safety.</p>
Interpersonal & Communication Skills	<p>Good verbal and written communications skills.</p> <p>Able to communicate effectively with students and colleagues</p> <p>Works effectively as a member of a team, supporting team members and demonstrating a flexible approach.</p>	<p>Ability to contribute to the delivery of continuous improvement.</p>

	<p>Demonstrates a positive attitude, commitment and enthusiasm thereby creating a positive learning environment.</p> <p>Ability to be calm whilst responding to challenging situations.</p> <p>Able to be empathetic and a good role model</p> <p>Sensitivity to students' and other people's needs</p> <p>Ability to critically evaluate own performance.</p>	
<p>Additional Requirements</p>	<p>Willingness to learn relevant procedures and systems.</p>	

APPLICATION PROCESS:

If you are interested in this post, please apply using our on-line application process which can be found on the school's website www.farlingaye.suffolk.sch.uk under 'Join FHS'. Applications should be submitted as soon as possible but by **12.00 Noon on Wednesday, 14th June 2023** at the latest. However, please be aware that as we have more than one position available, we will hold interviews when we have received enough applications from suitably qualified applicants and we may close the advert before the closing date of 14th June.

As part of the on-line application process you will need to confirm your email address and then complete a series of standard application form questions. In addition, you are required to submit a supporting statement/cover letter. Please be aware that the information in your supporting statement along with your application form will be used to shortlist applicants for the role and therefore it is **very important** that you provide enough detail to give a full picture of your skills and experience and how they meet the specific needs of the role.

Our on-line process allows you to save and return to your application if you are unable to complete all the questions at one time.

If you require any further information regarding the job role or application process, please contact Linda Marsh, HR Manager via email hr@farlingaye.suffolk.sch.uk Any specific questions about the role can be sent to jmoore@farlingaye.suffolk.sch.uk

The successful candidate will have to meet the requirements of the person specification in order to be offered the post and will be subject to an enhanced DBS check. This Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share and adhere to this commitment. Enhanced DBS checks are required for all posts.

CHILD PROTECTION POLICY

At all times the Headteacher and governing body will ensure that safe recruitment practices are followed. At Farlingaye High School we require evidence of identity and original academic certificates. We do not accept testimonials and insist on taking up references prior to interview. We will question the content of the on-line application form during the interview if we are unclear about them, we will undertake enhanced Disclosure & Barring Checks (DBS) and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children.

INTERVIEW PROCESS

The purpose of the interview is to assess your suitability for the above post and give both the panel and yourself an opportunity to gain further information before making a successful appointment. It is also an opportunity to seek clarification on information that you have provided via the on-line application form and accompanying information. The interview will assess your suitability to work with children and will include questions relating to safeguarding and promoting the welfare of children.

Please note that current or previous employers will be contacted as part of the verification process. We require two work-related referees to be listed on your on-line application form and we will contact those referees before interviewing.